



EURES Netherlands

2025 Annual Report



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Irma Vijverberg (pictured left) and Vera Peek

Word of welcome

You are reading the EURES 2025 Annual Report. This report presents key results, insights and developments within the Dutch EURES network.

Over the past year, our network once again dedicated itself to effectively, sustainably, and transparently connecting labour supply and demand across borders – under equal conditions. We achieved this together with our partners within the Netherlands and abroad.

Working together in a European context remains essential, especially given the dynamic nature of labour mobility. Across Europe, we are facing tight labour markets, geopolitical and technological developments, and – partly as a result – evolving needs among employers and jobseekers.

Important steps were taken in 2025. Dialogue and collaboration with European and regional partners intensified, the focus on sector-oriented recruitment grew stronger, and new forms of information provision were explored.

Many people know me as the National Coordinator of the National Coordination Office (NCO) EURES. Since March 2026, this role has been fulfilled by Vera Peek. Vera is a highly experienced manager and a well-known professional within UWV's EURES services. With her vision and keen insight, she will further shape the management of the network in the Netherlands.

'During my many years of experience within EURES, I have seen and experienced that by joining forces we can achieve more. The European labour market offers countless opportunities and challenges. I am pleased to contribute to our joint efforts to promote fair mobility.' – Vera Peek

Looking ahead to 2026, the NCO will continue working towards a strong and future-proof EURES network, centred on collaboration, quality, and accessibility.

My sincere thanks go to all members, partners, EURES advisers and other stakeholders for their commitment and collaboration over the past year.

Irma Vijverberg
Interim National Manager, Team National Cooperations



This is EURES

EURES (EUropean Employment Services) is a European network of 31 countries, aimed at promoting free and fair labour mobility. All Member States of the European Union (EU) participate in EURES, along with Iceland, Liechtenstein, Norway and Switzerland.

EURES supports employers and mobile workers. In the Netherlands, the EURES network includes 14 members and partners. Through this network, we help jobseekers find career opportunities across Europe and support employers in recruiting European talent. European coordination is provided by the European Labour Authority (ELA). In addition, each country has its own National Coordination Office (NCO). ■

EURES- services

Members and partners provide daily services to workers, jobseekers and employers who wish to recruit staff or work across Europe. **There are three types of services: sharing CVs, sharing job vacancies and providing guidance and support services.** EURES members offer all these services; EURES partners offer one or several of them. The main objective is to promote the free movement of workers under fair conditions through recruitment, placement, and matching. Providing information and advice prior to recruitment, as well as aftercare, is essential to achieving sustainable placements. EURES is available to anyone wishing to recruit or work across borders. The EURES Regulation explicitly mentions several specific target groups: students and recent graduates, partners of mobile workers, and cross-border commuters. **In practice, it has also become clear that vulnerable mobile workers and jobseekers require specific support.** EURES increases its outreach through social media and online events. ■





The EURES Portal as the network's central hub

The EURES Portal enables jobseekers, workers and employers to explore job opportunities and candidate profiles. The online search and matching function now also includes a matching engine: a new tool to ensure that only the most relevant candidates or vacancies are selected for each search query.

The **EURES Portal** contains nearly 3 million job vacancies and more than 750,000 CVs. Over 5,000 employers across Europe are registered users.

Matching beyond CVs

The portal matches jobseekers and employers by way of the ESCO (European Skills, Competences, Qualifications and Occupations) classification. This method links jobseekers and vacancies through a standardised, multilingual classification of skills, competences, and occupations. Instead of looking only at job titles, which vary between companies and countries, an ESCO-based system also considers underlying skills.

Information and advice

The EURES Portal contains a wealth of **information about living and working** in another European country. A new addition to this section provides practical information for people with disabilities. For each country, the available support measures are clearly explained. Thanks to the portal's chat function, users in all 31 countries can consult a EURES Adviser and receive direct information and guidance. There is also an events calendar listing both online and local events.

Sharing CVs

Since 1 April 2025, the EURES Portal no longer offers its own tool for jobseekers to create a CV. In the Netherlands, jobseekers can create a CV through their personal account on [werk.nl](https://www.werk.nl). With their consent, that CV is also published on the EURES Portal. Europass, a digital platform that helps jobseekers present their skills, diplomas, and work experience in a standardised format, also offers the option to create a CV and upload it to the EURES Portal. ■

Coordination and management: the Dutch National Coordination Office

The National Coordination Office (NCO) is responsible for coordinating and managing the EURES network. The NCO ensures that **applications from prospective members and partners** are processed in a timely manner and monitors whether all parties operate in accordance with the EURES criteria. Monitoring the technical requirements related to the network's technical infrastructure, such as the connection to the EURES Portal, is also part of the NCO's remit.

In addition, the NCO coordinates the EURES training programme in cooperation with the European Labour Authority (ELA). Twice a year, an informal onboarding meeting is organised for employees of (new) members and partners, during which they are informed, among other things, about how the network functions.

Through eures-nederland.nl, the NCO informs citizens about the EURES network in the Netherlands and offers organisations the opportunity to apply for membership or partnership. Additionally, the NCO facilitates collaboration and exchange by organising network meetings for members, partners and other stakeholders.

Finally, the NCO coordinates and ensures the timely processing of the official European forms for citizens who wish to transfer their unemployment benefits to the Netherlands. ■

The legislative framework of EURES

UWV Werkbedrijf carries out tasks related to EURES on behalf of the Ministry of Social Affairs and Employment. These tasks include providing services as an executive EURES member, as well as management duties in its role as the National Coordination Office. The framework for these activities is laid down in EURES Regulation (EU) 2016/589 and in supplementary legislation and regulations. Within this framework, Member States have room to determine their own national implementation.



How **EURES** works

All European labour markets are experiencing shortages and a lack of skilled workers. The underlying idea of the EURES network is that countries can 'exchange' workers on the basis of labour market information. This enables workers to exercise their right to free movement. Because all countries are facing labour shortages, it is important for the EURES network to continue exchanging information and to collaborate on the basis of reciprocity. Workers have a fundamental right to free movement, within the 27 European Union member states, as well as Iceland, Liechtenstein, Norway (EEA countries), and Switzerland. When workers see opportunities in another European country, they receive support from the EURES network. Several countries have seen a substantial share of their labour force move to other parts of Europe, either temporarily or permanently. These countries have, for some time, implemented return programmes designed to encourage workers to come back in order to address domestic shortages. ■

Hard-to-fill vacancies and the EU Talent Pool

The idea behind the EURES network is that countries can exchange workers, temporarily or permanently, based on shortages and surpluses. Some job vacancies in shortage occupations are so difficult to fill that employers, under certain conditions, are allowed to recruit from outside the EU. Each European country has its own legislation and procedures for attracting mobile workers from third countries. In the Netherlands, employers must first search for candidates on the domestic labour market. If no suitable candidates are found, they may search within the European labour market. Only when no candidates can be found for a specific vacancy may an employer apply for a Work Permit Application Procedure (TWV) with which it is possible to recruit a worker from a third country.

EU Talent Pool

To support the search for talent beyond Europe's borders, the European Parliament officially approved the establishment of the **EU Talent Pool** on 10 March 2026. This followed a political agreement reached in November 2025 between the Parliament and the Council. The EU Talent Pool is a new digital platform designed to address labour shortages across the European labour market. It focuses on jobseekers from non-EU countries who possess specific skills needed in sectors faced with severe shortages. Via this platform, jobseekers from outside the EU are matched to employers with hard-to-fill vacancies. Member States of the EU are free to decide whether to use the platform. A large number of countries want to participate; the Netherlands has not yet made a decision on this. ■

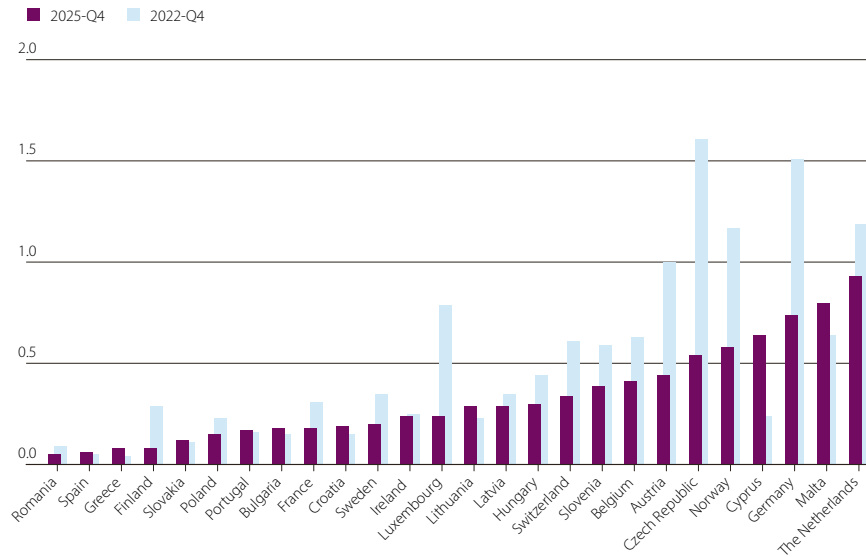


Less labour market tightness in **Europe** and **the Netherlands**

In the final quarter of 2025, 5.9% of the labour force in the EU was unemployed, compared with 3.9% in the Netherlands. The number of job vacancies has declined across the EU – including in the Netherlands – over the past three years. As a result, labour market tightness has also decreased in most European countries. Only Malta and Cyprus have seen a substantial increase in tightness. In the fourth quarter of 2025, the Netherlands had the tightest labour market in Europe.

Even so, labour market tightness in the Netherlands has also decreased over the past three years, shifting from 'very tight' to 'tight'. This is partly due to slow economic growth and the fact that more people participate in the labor market or have started working more hours.

Vacancy-to-unemployment ratio among people aged 15-74 (Eurostat/UWV)



Y-axis caption: When there are 400,000 vacancies and 400,000 unemployed people, the ratio is 1.0.

Constantly changing job requirements

Major developments in geopolitics, technology, and demographics, as well as growing concerns about climate change are affecting our labour markets and the skills that are needed.

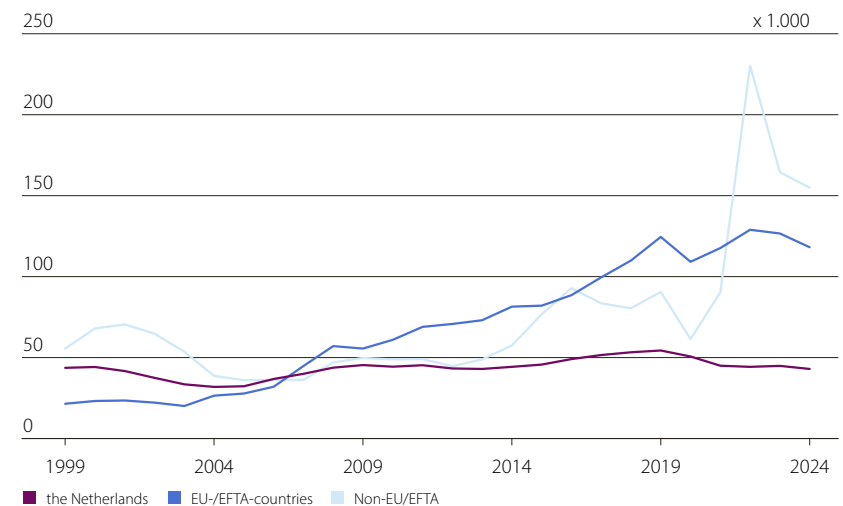
According to survey data collected in the [2025 Future of Jobs Report](#) of the World Economic Forum, 54% of European employers consider skills gaps among workers a major challenge that require adjustments to their business operations. More than 80% of employers in the Czech Republic, for example, and 86% in Lithuania, plan to focus primarily on upskilling their workforce. In Romania, 94% of surveyed companies intend to invest in upskilling.

Decline in migration to the Netherlands from Europe

In 2025, around 4 in 10 immigrants came from an [EU or EFTA country](#) (The EFTA countries Norway, Switzerland, Iceland and Liechtenstein are not members of the EU, but are connected to the European internal market through the EEA Agreement (European Economic Area). 1 in 10 immigrants held Dutch nationality. The remaining half came from outside the EU or EFTA (see figure). This latter group has decreased in recent years, because fewer people from Ukraine have arrived compared with the early phase of the war. The number of immigrants with Dutch nationality has remained stable for years, at around 50,000 per year.

In 2025, based on the preliminary data from CBS, the net migration (immigration minus emigration) of people with a European background to the Netherlands decreased from 149,000 to 141,000 people. The decline was mainly due to fewer people of Polish origin moving to the Netherlands: in 2025, more Poles left than arrived (-1,100).

Immigrants, by nationality (CBS 2024)



A comparison has been made regarding vacancies across all European sectors for which sufficient data is available.



Judith Duveen's perspective on European services

As a public employment service, UWV contributes to a well-functioning and inclusive labour market. We support people in finding and retaining sustainable employment and work to prevent unemployment wherever possible. At the same time, we help employers find and keep suitable staff.

Recruitment and placement within Europe offer opportunities, provided this is done responsibly. For employers in sectors facing structural shortages and insufficient domestic supply, international recruitment can be an appropriate solution. Dutch jobseekers may also find opportunities in other European countries, thus exercising their right to free movement.

UWV supports both jobseekers and employers with their questions about working and recruiting across borders. We do this within the EURES framework, which gives us access to a strong European network, additional non-statutory instruments, and shared systems. Through this collaboration, we improve the alignment between labour supply and demand on the European labour market, address bottlenecks, and promote fair labour mobility.

UWV's European services are characterised by a tailored approach based on the specific situation of jobseekers and employers. We make vacancies visible across Europe, facilitate matching and assist employers in finding suitable candidates. For jobseekers, we provide guidance in exploring work opportunities in Europe, along with information and advice on applications, housing and regulations. European services create opportunities for both jobseekers and employers and contribute to a future-proof labour market in the Netherlands and Europe.

I look forward to continuing our collaboration.

Judith Duveen
Member of the Executive Board, UWV



A soft landing for Polish welders

The Polish welders and pipefitters who start working in the Netherlands through the technical employment agency MDI Techniek BV, quite literally land in a soft bed. The company arranges fair and high-quality housing for all its employees.

Denny Woppenkamp is HR officer at MDI Techniek BV.

Welding work on the pipelines of the Heineken brewery or in the clean rooms of ASML – the specialised stainless-steel welders capable of this are extremely hard to find. ‘You can forget about looking for them within the Netherlands,’ Denny Woppenkamp of MDI Techniek BV says. ‘Very few people here still want to work with their hands. That is why we mainly recruit

in Poland. Across Europe, demand for these skilled workers is enormous, so you really have to go the extra mile to bring them to the Netherlands.’

SNF-certified housing

The office has only four employees, so Denny’s role is quite broad. ‘I handle all contracts, deal with equal pay for agency workers, and keep track of changes in legislation.’ And he also handles housing – which is what makes this small agency

stand out. MDI Techniek B.V. provides SNF-certified housing for all its employees. SNF is the Dutch quality label for the accommodation of labour migrants. ‘Labour migration is a sensitive topic because of all the stories about exploitation and poor housing,’ Denny explains. ‘We want to show that there are employment agencies that do things properly.’

Employees are housed at holiday parks, in a bed and breakfast, or – if a project lasts longer than a few weeks – in a full residential home. Denny personally checks every accommodation for (fire) safety and comfort. ‘We are audited every year.’

High safety standards

The company is also VCU-certified. ‘That’s the safety standard for employment agencies,’ Denny explains. ‘We arrange all the safety certificates that temporary workers need. Every week we visit project sites to check whether everything is running smoothly and safely.’

The new rules in the temporary employment collective agreement are a challenge. They are aimed at ensuring fair and equal pay for temporary workers. A great ambition, but in practice it means a lot of extra work, Denny says. ‘Most companies that hire workers from us have employment conditions that differ from the basic collective agreement. Previously, we only had to match years of experience and holiday entitlements. Now we have to look at the entire package: overtime, bicycle allowances, pensions – everything.’

EURES opens doors

When dealing with complex issues like these, it is really helpful to fall back on the EURES network, he says. ‘With EURES, you immediately get hold of the right contact.’ The international job fairs organised by EURES are also a great help to MDI Techniek BV, especially because specialised welders are so difficult to find. ‘In the past, we had to figure everything out ourselves. Now we can simply register.’ ■

SkillLab: Suddenly it all clicked

Team
SkillLab

SkillLab is an Amsterdam-based technology provider with a clear mission: creating equitable labour markets through the language of skills. The company offers tailored, modular solutions, including a national career-guidance platform serving 700,000 users per year, launched in 2025. Sylvana Hiltrop, Senior Project Manager at SkillLab, explains: 'Using our AI powered platform, jobseekers can create career pathways and receive training recommendations, counsellors can provide data-driven guidance, and employers and education providers gain a better understanding of hiring criteria and learning objectives.' How does this work in practice? Jobseekers' data, including their past experience, is mapped to taxonomies such as ESCO. Sylvana oversees SkillLab's involvement across the EU, including EU-funded projects supporting the labour-market integration of Ukrainian refugees. These projects make use of technology to replace job titles with skills-based matching and to highlight soft and transversal skills.

Lif riences

Skills gained through volunteer work, hobbies, or raising a family are incorporated into jobseekers' CVs. 'We often find that people are unaware of their own skills. People learn from all their life experiences, and too often these skills remain invisible. Conversely, job titles don't really tell us what someone actually does in their role,' Sylvana explains. 'When creating a CV using our skills-interview technology, we often see a real lightbulb moment: a shift in perspective that empowers people, as they realise that not only do they possess certain skills, but that these skills may be in demand across sectors and occupations they might never have considered.'

Collaboration is key

To achieve this effectively, SkillLab works closely with employment services, NGOs and research institutions. With shared goals to strengthen job mobility and promote equal opportunities across borders, the EURES network is an important driver of collaboration among labour-market actors.' ■

'Real impact is an inclusive labour market where everyone's potential is recognised'



Sylvana Hiltrop is Senior Project Manager at SkillLab

Cross-border work

What is it?

A cross-border worker lives in one country and works in a neighbouring country. Cross-border workers commute daily, or at least once a week, between their workplace and their place of residence. They are generally employees or self-employed workers who make use of the free movement of workers within the European Union/European Economic Area (EER).

Cross-border mobility in figures

In 2023, nearly 89,000 people working in the Netherlands lived across the border: 44,000 in Belgium and 45,000 in Germany. This is 2,000 more than the year before. Most of them work close to the border. Fewer people commuted to neighbouring countries from the Netherlands than vice versa: only around 18,000. Of these, just under 11,000 Dutch residents worked in Flanders and 6,000 worked in the German state of North Rhine-Westphalia.

The number of commuters travelling from the Netherlands to Belgium and Germany has been declining since 2017. Due to differences in wages, living costs and tax and social security regulations, commuting to Belgium or Germany is often less advantageous for Dutch residents than the other way around.

Transiting from 'job to job'

Many mobile workers from other European countries seek job opportunities in the border regions. For example, moving from 'job to (a better) job'. These workers often arrive in the Netherlands through work in neighbouring countries. This group has specific questions, to which EURES advisers, together with other organisations such as the WIN points, dedicate services. ■

Source: [CBS Cross-Border Data portal](#)



Crossing borders well-informed

Start People International Recruitment has been active in cross-border job placement for more than a quarter of a century. Outgoing Recruitment Manager Bob Kipshoven and his successor Chris Rossel talk about their work. **'Working across the border is a well-considered decision.'**

Bob Kipshoven has worked at Start People for fourteen years. 'In the beginning, we only mediated for German and Belgian cross-border workers. Today, we focus on all non-Dutch-speaking workers.' He will soon join the UWV EURES team North and Central Limburg. His successor, Chris Rossel, has been working as a recruiter at Start People for four years.

Intensive guidance

'We don't push people across the border,' Bob laughs. 'It has to be a well-considered decision.' Obtaining in-depth information before taking the step is crucial. Chris: 'That's how we make sure new employees get a soft landing.' Bob continues: 'We explain what they need, such as health insurance and a Citizen Service Number. We also provide information on social security and relevant legislation.' During the first weeks, employees receive additional guidance, including through the in-house desks. Chris: 'We're present at the client's site and hold walk-in consultation hours. If something isn't going well, we can act quickly.'

Language opens doors

Language remains the biggest hurdle. Bob: 'You don't have to master the language immediately, but language does open doors. That's why we always advise employers and employees to make use of subsidised language courses.' The 'rather direct' Dutch workplace culture can also be a risk factor. Bob: 'To get a permanent contract in the Netherlands, you shouldn't be a



Bob Kipshoven (pictured right) is Recruitment Manager at Start People International Recruitment and **Chris Rossel** is a Recruiter at Start People International Recruitment

yes-man. A passive attitude is quickly interpreted as a lack of motivation. We encourage people: "Don't wait for instructions – be proactive!". When it comes to fair working conditions, Start People wants to 'be the best in class,' Bob says. 'Everyone benefits from the same employment conditions as Dutch workers.'

EURES as a quality mark

Start People has been a partner of the EURES network since 2018. Bob proudly adds: 'I see it as a quality mark. We work

together closely. For example, we visit German job centres and the Bundesagentur für Arbeit – the German counterpart of UWV – together.' Chris: 'And if you run into something, you can always consult a colleague from the network.'

In his new role, Chris hopes to help many people find sustainable employment. 'Not only looking at where someone is now, but also at where they want to go.' Bob has one piece of advice for him: 'Make sure to benefit from the network. EURES connects ambitions with opportunities.' ■

A photograph of two men walking and talking on a city street. The man on the left is wearing a dark shirt and light-colored trousers, and is gesturing with his hands. The man on the right is wearing a dark blazer over a light shirt and blue jeans. In the background, there are buildings, a person on a bicycle, and a sign that says 'KOOP'.

WIN Information Points: removing the language barrier

In the North Limburg region, as many as one in three workers come from another country. To support this group as effectively as possible, UWV Employer Services North and Central Limburg works closely with the WIN (Work in NL) Information Points in the region. As Don Hensen puts it: 'Language remains the biggest barrier.'

Don Hensen, in his role as a UWV EURES Adviser, specialises in cross-border employment. He supports jobseekers in finding work and maintains close contact with employers. He ensures that employers apply Fair Mobility principles, meaning that mobile workers are treated fairly and equally. Even after placement, he keeps an eye on how things are going: 'We usually have two follow-up sessions to see how everything is progressing.' With many years of experience, he knows that language remains the biggest barrier to starting – and keeping – work in the Netherlands: 'If people don't receive the right information at the right time, you end up with miscommunication and misunderstandings.'

Information and support in your own language

The collaboration with the WIN Information Points – where labour migrants can receive low-threshold advice in their own language – is therefore extremely valuable. This initiative of the Ministry of Social Affairs and Employment aims to provide (often vulnerable) mobile EU workers with information and support, helping them become more self-reliant. The ultimate goal is to create a nationwide network. Regional project leader Sjang Drabbels has already set up six WIN Information Points in North Limburg. Service desks in Central Limburg will follow later in the year.

'People are assisted in Polish, Romanian, or Bulgarian,' he explains. 'Our staff are native speakers who have lived in the Netherlands for many years.' By informing people in their own language, they can make better-informed work-related decisions, he says. 'Thanks to the WIN Information Points and

EURES advisers like Don, they know their rights and obligations, understand workplace culture in Dutch companies, and can find a good match on the labour market. But they can also come to us with questions about childcare or buying a house, for example.'

Working together at job fairs

Don regularly organises job fairs for mobile workers. Sjang explains: 'Don asked early on whether we could collaborate. Now we almost always join up.' This adds significant value to the job fairs, Don says: 'Many of our visitors struggle to find their way through digital systems. But when they are approached in person, in their own language, they can finally speak up.'

Sjang adds: 'The information desks have only been running since January. I'm proud of the people doing the work and of how quickly the existing network embraced the initiative. We didn't have to fight our way in.' Don laughs: 'No, we threw the door wide open.' ■



Sjang Drabbels (pictured right) – Programme Lead, North and Central Limburg WIN Centres and **Don Hensen** – EURES Cross-Border Adviser, UWV North and Central Limburg

'If we approach our visitors in their own language, they can finally speak up'

Promoting **fair** labour mobility

Fair labour mobility is the core principle of the EURES mission. Linked to the provision of EURES services are incentive schemes, the so-called Targeted Mobility Schemes. In addition, there is legislation regarding social security, amongst which the import and export of unemployment benefits. Both ensure a more equal playing field.

Dutch laws and regulations concerning (flexible) work, and the way these are applied, can create uncertainty about working and living conditions. An effective way to protect mobile workers, particularly those who are vulnerable, from exploitation is to ensure the availability of accessible and understandable information. Information provision prior to departure is also part of the EURES services.

To that end, a project was launched in 2025 to strengthen the provision of information before departure from the country of origin, specifically targeting vulnerable mobile workers. The starting point was a joint conference and action plan – initially with Poland and Romania – to develop a coordinated approach. In addition, information materials are being developed that can be used in Poland, Romania, and the Netherlands.

Further reading:

[The EURES Network: Fair Labor Mobility in Europe](#)



Importing unemployment benefits

Job hunting in
the Netherlands
while receiving
benefits





Jobseekers can come to the Netherlands for three months to look for work while receiving unemployment benefits from their home country. The 'import of unemployment benefits' supports the principle of free labour mobility. **Conchita Mengod de Man, from the National Coordination Point for Import of Unemployment Benefits (NCO EURES)**, is the central coordinator of this scheme. **UWV EURES Adviser Gordon Moir** provides hands-on support to jobseekers.

The scheme applies to jobseekers who have received a so-called PD U2 form from the unemployment institution in their home country. According to Gordon, the arrangement is quite special: 'You get three months to look for work in another Member State.'

Critical guidance

As the National Adviser, Conchita coordinates the entire process, together with a colleague. Once all paperwork is in order, she assigns clients to a dedicated EURES Adviser, such as Gordon Moir, who supports international jobseekers from his office in the Rotterdam Rijnmond region. 'We take a critical look together. Could their CV be improved? Could their LinkedIn profile be strengthened? We help with letters of application, check whether contracts are fair, and organise career workshops – all to increase the chance of success.' Sometimes the service goes beyond standard guidance: 'A woman found a job in a location without public transport. She needed to arrange private motor vehicle and motorcycle Tax for her car. Normally the Tax Administration takes six to eight weeks to process an application. I wrote a letter, and it was arranged within a week.'

A unique approach

According to Conchita, the Dutch approach is unique in Europe: 'Most countries simply register the client and leave the rest to the jobseeker.' She cites some preliminary figures: 'In 2025, we supported 375 benefit import clients. About half of them found work.' Gordon adds: 'That is quite an accomplishment for a jobseeker newly entering the Dutch labour market'.

The work does require creativity. The Netherlands is, for example, facing a significant shortage of French and German teachers. Gordon used his network to place a German and a French teacher into a dual training pathway: 'A great example of helping people into high-quality employment. They are now both teaching.'

Room for uniformity

According to Conchita, there is room for more uniformity: 'In some countries the maximum duration of the imported unemployment is three months, regardless of the premium earned by that worker. In other European countries, an extension of up to six months is possible. European labour mobility could become even freer and more accessible.' ■



Michael Stock
National Adviser, EURES NCO

‘Accurate information beforehand is essential for mobile workers’

The EURES Targeted Mobility Scheme (TMS) provides tailored support to mobile workers seeking a job, traineeship, or apprenticeship abroad. The scheme offers reliable information, practical assistance, and financial support. In his role as national coordinator for the TMS programme, Michael Stock sees the impact almost daily: ‘You help someone turn their life in a positive direction.’

The aim is to promote fair labour mobility within Europe and to address shortages in specific sectors. TMS supports both workers and employers in EU countries, as well as in Iceland and Norway. In addition to providing reliable information, TMS offers extra assistance such as funding for language courses, travel and subsistence costs and the recognition of qualifications. Employers can apply for support to provide additional training for staff recruited through TMS.

Michael highlights the collaboration with EURES Slovakia as a typical example. ‘Slovakia has a surplus of people who are well suited for work in the inland shipping sector. The Netherlands has a shortage of them, so it’s a match. Thanks to a TMS contribution, Slovak candidates were able to travel to the Netherlands for job interviews.’

The programme has been running since 2021 (replacing the Your First EURES Job and Reactivate programmes). ‘UWV acts as an associated partner,’ Michael explains. ‘The NCO and UWV EURES support the administration, contribute expertise, and provide access to labour market information.’ There are close contacts with European partners, for example in working to detect fraud. ‘Sometimes, a CV gives rise to questions. For example, you cannot receive TMS support if you move to, or return to, a country where you have previously lived or worked – known as return mobility. But someone might think: ‘I’ll just apply and see what happens’. In such cases, the Dutch team consults with EURES colleagues in the applicant’s country. ‘By sharing knowledge in this way, we keep the risk as low as possible.’

The additional support provided through TMS can have a decisive impact, Michael says: ‘For someone from a country where the average wages are around € 1,000, relocating or even travelling for a job interview is very difficult. A financial contribution from TMS helps them turn their life in a positive direction.’

Michael hopes that potential mobile workers will find their way to EURES services and the TMS programme even more easily in the future. With his own international background – a German father, a Swedish mother, raised in Italy and extensive work experience in England – he knows better than most how important it is to be well-informed before moving abroad. ‘There is a lot of support available, and people can benefit most by taking active steps themselves.’ ■



Peter Loef (pictured left) – Program Manager Labour Migration ABU (General Association of Temporary Employment Agencies) and **Sven van Brakel** – Senior Labour Market Advisor NBBU (Dutch Association of Placement and Temporary Employment Agencies)

‘The bona fide part of the temporary employment sector deserves appreciation’

Most agencies within the temporary employment sector work hard every day to ensure people can do fair, safe, and healthy work. Peter Loef and Sven van Brakel stress the importance of recognition of these efforts made by temporary employment agencies, which are affiliated with ABU and NBBU. ‘We are working incredibly hard for that fair labour market.’

The fact that temporary employment umbrella organizations NBBU and ABU signed the Work in NL (WIN) covenant was a great result of the work of Peter and Sven. Working closely together in the field of labour migration, members of both associations collaborate with the government, municipalities, and NGOs within the WIN points.

Additionally, the ABU and the NBBU contribute information and link sectoral foundations such as the Foundation for Collective Labour Agreement Compliance for Temporary Workers (SNCU) and Doorzaam to the WIN points. **Doorzaam is the expertise centre** for sustainable employment that offers practical support to temporary employment agencies, clients, and temporary workers. A group of members of the ABU and NBBU also provide a safety net for cases where international employees are at risk of becoming unemployed and/or homeless.

Act where necessary

Many reports focus on the situations where things go amiss in the sector, without adding nuances or showing the full picture. Peter and Sven emphasize that companies that do not adhere to the rules must be dealt with severely. Peter: ‘Of course, every incident is one too many. But it cannot and should not be the case that companies wanting to do things right lose out in the competition to companies that cut their costs by failing to comply with rules and thus receive a contract from the hirer. Besides the fact that the ‘offenders’ must be dealt with by enforcement officers, clients of temporary employment agencies also hold an important position in tackling abuses.’

EURES

The advocacy groups would view cooperation with EURES, in whatever form, as a valuable addition. They believe the momentum is there. Sven: ‘We all have that fair labour market in mind; we can strengthen each other.’ Peter: ‘I often see photos of EURES meetings abroad. When I ask our members if they work with the EURES network, there are only a few. Quite remarkable.’ Sven: ‘Collaboration would be good for our members, for mobile workers, and ultimately for the Dutch corporate business. We’re in this together.’ ■

EURES Netherlands figures for 2025

Personnel and collaboration

120 staff members

By the end of 2025, more than 120 EURES staff members were active in the Netherlands across 9 Partners and 5 Members.

This number excludes the 8 staff members of the Dutch National Coordination Office (NCO).

98 projects

In 2025, approximately 98 projects focusing on recruitment and selection across Europe were launched within the Dutch EURES network. This excludes activities related to information provision and network development.

21 countries

Although EURES services cover all 31 countries, each Member and Partner has its own service focus. **2025 saw intensive collaboration with 21 countries: Austria, Belgium, Croatia, Denmark, Estonia, Finland, France, Germany, Hungary, Ireland, Italy, Lithuania, Malta, Norway, Poland, Portugal, Romania, Slovakia, Spain, Sweden and Switzerland.**





Information provision and tailored advice

30,208 jobseekers

A total of 30,208 jobseekers and workers received information and advice about working in another EURES country. Roughly half of these individuals came from the

Netherlands, and the other half from the EEA plus Switzerland. **More than a quarter (8,965) received information about working in a cross-border region.**

4,871 employers

In addition, 4,871 employers received tailored advice on recruiting staff in a EURES country. The majority of these employers were based in the Netherlands. About one quarter received specific advice on recruiting staff in the border regions with Belgium and Germany.

411 events

EURES Netherlands organised nearly 411 events, reaching 17,171 jobseekers and workers. Of these events, 158 focused solely on information provision, 97 were dedicated to staff recruitment and selection, and 156 had a mixed objective.

Placement, recruitment, and selection

39,598 CVs

EURES Members and Partners **processed 39,598 CVs from jobseekers**, roughly half of whom came from other EURES countries.

5,799 job vacancies

A total of 5,799 vacancies were handled and processed. A single vacancy may represent multiple job openings. Most of these vacancies originated from Dutch employers.

4,577 jobs

Through European EURES services, 4,577 jobseekers managed to find employment. **Of these, 4,479 came from another EURES country to take up a position in the Netherlands.**



A photograph of two men in a greenhouse. The man on the left is younger, with dark hair, wearing a grey t-shirt and tan overalls, holding a tablet and gesturing with his hand. The man on the right is older, with grey hair and a beard, wearing a green polo shirt and tan pants, sitting and listening. They are both smiling and appear to be in a collaborative conversation. The background shows the structure of a greenhouse with plants.

364 imported unemployment benefits

In 2025, 364 jobseekers came to the Netherlands while receiving unemployment benefits from another country. Half of these jobseekers came from Germany, France, and Spain. A total of 924 consultations were held with jobseekers receiving foreign unemployment benefits to support them in their job search.

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Questions

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